

ABSTRACT

This diploma thesis is dealing with issues of employer's liability for industrial injuries and occupational diseases and from that consequent obligation to compensate damage or non-material damage, through individual types of compensation.

The first part provides a brief excursion into the development of the legislation on industrial injuries and occupational diseases and deals with the question of mandatory statutory insurance of the employer, implemented through two private insurance companies.

The second part of the diploma thesis deals with the circumstances, which lead to emergence of employer liability for industrial injury. Substantial space is dedicated to situations where it may not be obvious at first sight that an industrial injury may occur. The industrial injuries resulting from teambuilding, business trip and injury originating from myocardial infarction are discussed in more detail. Further, here are defined the facts leading to the partial or total deprivation of liability by the employer. These facts are recklessness, own fault violation of regulations or instructions and drunkenness or misuse of addictive substances.

The third part concerns with conditions under which the employer is liable for occupational diseases.

The fourth part deals with individual types of compensation to make good the employee's material or non-material damage. The attention is concerned particularly to the procedure for determining the average earnings used to determine the amount of compensation. Last but not least, there is a comparison of the indemnity compensation for pain and lesser employability according to Labour Code with the legislation contained in the Civil Code.

The fifth part concerns types of compensation that belong to the survivors at the death of the employee. This section also deals with the characteristics of individual refunds and their amount in relation to possible negative social impacts on the survivors.

The last part concerns the comparison of the Slovak legislation on industrial injuries and occupational diseases. The attention is concerned particularly to differences in types of compensation provided to identify other areas where the status of the injured employee can be improved.